

MODERN SLAVERY ACT STATEMENT 2023

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“As one of the world’s largest employers, people are at the heart of everything we do.

We believe that everyone has the right to work in a safe and supported environment where they feel valued and respected and have opportunities to learn and grow. We embrace diversity and inclusion and are committed to helping our people overcome any barriers that may exist in society today. And, above all, we strive to uphold the dignity, wellbeing and human rights of everyone who works in our businesses, our supply chains and the communities we serve.

We remain firmly committed to playing our part in eradicating modern slavery in all its forms and recognise that our scale and global reach enable us to positively influence others and bring about real change.”



Dominic Blakemore
Group Chief Executive Officer

KEY POLICIES & PROGRAMMES:

- Our policies are underpinned by our acknowledgement of and commitment to several important internationally recognised standards:
 - The International Bill of Human Rights
 - The Ethical Trading Initiative (ETI) Base Code
 - ILO Declaration on Fundamental Principles & Rights at Work
 - The UN Guiding Principles on Business and Human Rights
 - The UN Global Compact 10 principles
 - The OECD (Organisation for Economic Cooperation and Development) Guidelines for Multinational Enterprises
- Our [Code of Business Conduct \(CBC\)](#), refreshed and re-launched in June 2023, provides principles-based guidance for our businesses.
- Our [Supplier Code of Conduct \(SCOC\)](#) was launched in 2022 and applies to all of the Group’s supply chain partners globally. It sets out the high ethical standards, principles and behaviours expected from the Group’s supply chain partners.
- Our [Human Rights Policy](#) states our commitment to the four core conventions of the ILO, and reinforces our global commitments to respecting the human rights of all vulnerable groups.
- Our [Global Supply Chain Integrity Policy](#) is applicable to all Group procurement activity, and sets out how Compass encourages compliance with the ETI Base Code.
- Our independent and confidential reporting programme [Speak Up, We’re Listening](#) is available in all countries where we operate, in applicable local languages, 24/7, 365 days a year.

POSITIVE PROGRESS THROUGHOUT 2023:

- Increasing the number of countries that use the Supplier Ethical Data Exchange (Sedex) to 14**, further extending our human rights due diligence processes and improving supplier visibility.
- Launching our Third-Party Integrity Due Diligence Policy (TPIDD)**, which sets out the minimum expectations, requirements and standards of third-parties that may work with us.
- Amplifying the learnings of our 2022 risk mapping project with Earthworm Foundation**, a not-for-profit organisation, throughout our global businesses to better equip our procurement teams when making their responsible sourcing decisions.
- Underscoring the importance of ethics and integrity in our corporate culture through a week-long CBC campaign**, followed by a dedicated online training module which was completed by c.17,000 employees across all Compass geographies.
- Refreshing our Human Rights Policy** to provide greater clarity on our stance with regards to freedom of association, collective bargaining and working hours.
- Further improving migrant workers’ recruitment journeys and experiences.**



Looking ahead

Our commitments for 2024 are:

- Continuing to increase awareness of human rights and modern slavery across the Group’s businesses and their suppliers.
- Further embedding the Group’s Supply Chain Risk Management (SCRM) strategy into the organisation, including rolling out a refreshed SCRM country framework.
- Investing in the further expansion of Sedex globally.
- Progressing the Group-wide TPIDD implementation.
- Engaging in further supply chain risk mapping projects and initiatives, as well as amplifying our collaborations with external experts on human rights and modern slavery.

